

DCI
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Personnel

Comparison of Personnel Management Concepts

Personnel Management Function

CIA Traditionalist View

DCI/DDCI View

Planning--recruitment
promotion and release
numbers

Career Service Chief sets
with advice from OP

DCI determines with advice
from OP who consults Career
Service Chiefs

Promotions--control

Supervisors thru GS-14;
Career Service Panels as
modified by Service Chief
thereafter

Panels to SIS-3; modifications
only by DCI. DCI SIS-3 an
above.

Individual assignments

Career Service Chief

Career Service Chief up to
SIS-3 with advice from a
Directorate personnel chief
responsible for looking after
the individual; DCI from SIS-3

Inter-Intra Directorate
rotations

Career Service Chief

Career Service Chief with DCI
prescribed policies

Training of replacements

Career Service Chief

Career Service Chief up to SIS
with requirement for specific
plans; ExComm for SIS 1-3;
DCI for SIS-4 and -5

cc: DDCI

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